

with federal, state, and/or local laws and regulations, they shall be modified by the local union and chapter to meet the requirements of those laws and regulations.

ARTICLE XII
CODE OF EXCELLANCE

Section 12.01. The parties to this Agreement recognize that to meet the needs of our customers, both employer and employee must meet the highest levels of performance, professionalism, and productivity. The Code of Excellence has proven to be a vital element in meeting the customers' expectations. Therefore each IBEW local union and NECA chapter shall implement a Code of Excellence Program. The program shall include minimum standards as designed by the IBEW and NECA.

SEPARABILITY CLAUSE

Should any provision of this Agreement be declared illegal by any court of competent jurisdiction, such provisions shall immediately become null and void, leaving the remainder of the Agreement in full force and effect and the parties shall, thereupon, seek to negotiate substitute provisions which are in conformity with the applicable laws.

IN WITNESS WHEREOF, The Union and Association have affixed their signatures as of the day and year first above written at Joliet, Illinois.

SIGNED FOR LOCAL UNION NO. 176,
INTERNATIONAL BROTHERHOOD OF
ELECTRICAL WORKERS, AFL-CIO

James F. Ryan 5/27/08
President Date

SIGNED FOR EASTERN ILLINOIS
CHAPTER, NATIONAL ELECTRICAL
CONTRACTOR'S ASSOCIATION

Ray A. Hill 5-29-08
President Date

David W. Mattson 5/27/08
Business Manager Date

Thomas Roane 5-28-08
Secretary-Manager Date

Subject to the approval of the International Office of the International Brotherhood of Electrical Workers.

